

S E C R E T

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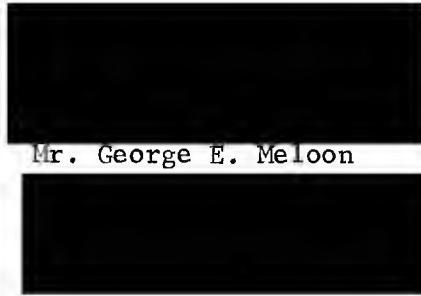
MINUTES

CIA RETIREMENT BOARD MEETING

1:30 p.m., 12 September 1968

PRESENT:

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Mr. George E. Meloon

- Chairman
- DDP Member
- DDI Member
- Alternate DDS&T Member
- DDS Member
- Legal Advisor
- Recording Secretary
- Executive Secretary

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GUESTS: Col. Lawrence K. White, Executive Director-Comptroller
[redacted] Deputy Director of Personnel for
Special Programs

1. The meeting opened with a briefing by Col. White on the crediting of domestic service as qualifying service under the CIA Retirement System. Following this briefing there was a general discussion and question and answer session.

2. The Chairman informed the members of the Board that the Office of Personnel would provide each component with a machine-run listing of those employees who have been red-lined, and who have performed some overseas service, in order that they may again be reviewed for possible nomination for participation in the System.

3. The minutes of the ninety-fifth meeting of the Board were reviewed and approved subject to the following amendment:

Paragraph 4, first sentence amended to read:

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[redacted] informed the Board that in the case of [redacted] which was tabled at the last meeting, he had reviewed her service record and could not find any domestic service which he considered to be qualifying service.

4. The Board reviewed 27 cases of employees who had been nominated for designation as participants in the System and 2 requests from participants for voluntary retirement. The Board took action as follows:

a. Recommended designation as participants of the following named employees who have completed 15 years of Agency service:



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b. Recommended designation as participants of the following named employees who have completed at least 5 years of Agency service:

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c. Recommended approval of requests for voluntary retirement, on the dates shown below, received from the following named participants:

- 31 December 1968
- 30 September 1968

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5. At the request of [REDACTED]
was again tabled pending the submission of additional information by the Clandestine Services.

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7. The Board next considered a request from [REDACTED] that his currently scheduled retirement, 31 October 1968, be deferred until 30 June 1969.

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[REDACTED] based his request on the fact that retirement as scheduled would make it extremely difficult to meet certain family obligations. [REDACTED] cited the fact that his son does not complete his first year of college until June 1969 and he must also support a dependent mother. He further stated that he needs this additional time to secure the necessary outside employment. The Director, Central Reference Service, with the concurrence of the Deputy Director of Intelligence, stated that while [REDACTED] skills are not of a sufficiently unique or specialized nature to warrant delay of retirement on these grounds, he can make effective use of [REDACTED]

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services for the additional period. The Board noted that [REDACTED] had submitted this request in May 1968 and due to administrative error it had not been sent to the Office of Personnel until August 1968. The Board recommended that the requested extension be granted based on compassionate grounds.

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8. The next case considered by the Board was a request from [REDACTED] for the deferment of her currently scheduled retirement, 30 November 1968, until 31 December 1968. [REDACTED] stated that due to her small annuity she will

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be obliged to find another position and she feels that this would be very difficult to accomplish during the holiday season in the month of December. She further stated that it would be of significant financial help if she could receive payment for her lump sum annual leave in 1969 thereby affording her a considerable tax break. The Chief, Western Hemisphere Division recommended that the requested extension be approved and stated that WH will plan on making full use of her services during this period. The Board recommended that the requested extension be granted based on compassionate grounds.

25X1A9a 9. The next case considered by the Board was a request from [REDACTED] for further deferment of his retirement until 31 December 1972 based upon compassionate reasons. [REDACTED] was previously extended from June 1966 and is currently scheduled to retire on 31 December 1968. [REDACTED] based his request on the fact that he has completed only 13 years of government service and the fact that he assists in the financial support of his mother. The Director of Logistics recommended that an extension until 31 December 1969 be approved based on the fact that [REDACTED] continues to maintain a strong performance, his health is good, and if he retired, he would have to be replaced, probably by external sources. The Deputy Director for Support concurred in the extension as recommended by the Director of Logistics. The Board recommended that [REDACTED] be granted an extension until 31 December 1969 based on both compassionate grounds and a need for services.

25X1A9a 10. The next case was a request from [REDACTED] for further deferment of his retirement until 17 February 1972 based upon compassionate reasons. [REDACTED] was previously extended from February 1964 and is currently scheduled to retire on 31 December 1968. [REDACTED] stated that his financial obligations require that he continue to work and he would rather continue in his present job than to change to another agency or commercial firm. The Director of Logistics recommended that an extension until 31 December 1969 be granted based on the fact that [REDACTED] has continued above average performance, is in good health, and his retention does not block the progress of other employees. It was further stated that [REDACTED] expertise would be difficult to duplicate and his replacement would have to be recruited from external sources. The Deputy Director for Support concurred in the extension as recommended by the Director of Logistics. The Board recommended that [REDACTED] be granted an extension until 31 December 1969 based both on compassionate grounds and a need for services.

25X1A9a 11. The next case was a request from [REDACTED] for further deferment of his retirement until 31 December 1969 based upon compassionate reasons. [REDACTED] was previously extended from January 1966 and is currently scheduled to retire on 31 January 1969. [REDACTED] stated that due to the chronic illness of his wife and other financial obligations it is urgent for him to continue working. The Director of Logistics recommended that the requested extension be approved and stated that [REDACTED] has continued his strong performance and is in good health. It was further stated that he is not hindering the progress of other employees and he would have to be replaced by external recruitment. The Deputy Director for Support concurred in the requested extension. The Board recommended that [REDACTED] be granted an extension until 31 December 1969 based both on compassionate grounds and a need for services.

25X1A9a 12. The next case was a request from [REDACTED] for further deferment of his retirement until 6 March 1970 based upon compassionate reasons. [REDACTED] stated that it would be very difficult for him to live on the small annuity he will receive and as he is in good health he would like to work. [REDACTED] was previously extended from March 1968 and is currently scheduled to retire on 6 March 1969. The Chief, Logistics Services Division recommended that the requested extension be approved and stated that although the retention of [REDACTED] who is a W-6, will impede the career progress of other chauffeurs in the Motor Pool, there is a shortage of two chauffeurs at the present time and recruitment of chauffeurs is proving to be very difficult. The Director of Logistics, with the concurrence of the Deputy Director for Support, recommended that the requested extension be approved based on [REDACTED] strong to outstanding performance. [REDACTED] is assigned as the driver for the Deputy Director for Intelligence. The Board recommended that [REDACTED] be granted a deferment of his retirement until 6 March 1970 based on both compassionate grounds and a need for services. The Board further recommended that the Director of Personnel urge [REDACTED] to seek outside employment since further extensions may not be possible.

25X1A9a 13. The Board next considered a request from [REDACTED] for the extension of his retirement date until 31 December 1970. [REDACTED] is one of those employees who has received three letters regarding his expected retirement. He is currently scheduled to retire on 30 June 1969, but could be extended until 31 August 1970, his original date, under authority of the Retirement Policy paper signed by the Director on 3 May 1968. [REDACTED] cites as his reasons for requesting this extension: (a) in order to qualify for free insurance coverage under UBLIC he needs to complete 10 years of coverage, 29 December 1970, (b) he has 6 children to support, ranging in age from 16 years to 5 months, and (c) he needs the additional time to prepare himself through outside training for a fourth career in order to adequately support his family needs and he stated that he is taking steps in this direction. The Director, Basic and Geographic Intelligence, with the concurrence of the Deputy Director for Intelligence, recommended that the requested extension be approved. The Board recommended that [REDACTED] be granted a deferment of his retirement until 31 December 1970 based on compassionate grounds.

25X1A9a 14. The Board next considered a request from [REDACTED] for the extension of her retirement date until 19 October 1970. [REDACTED] is one of those employees who has received three letters regarding her expected retirement. She is currently scheduled to retire on 30 June 1969, but could be extended until 31 January 1970, her original date, under authority of the Retirement Policy paper signed by the Director on 3 May 1968. [REDACTED] stated that her plans for retirement were formulated in good faith from the accepted procedure of a great many years relating to federally employed persons with Civil Service Status which specified at age of 62 as the minimum required age for optional retirement and the assurance when she entered on duty with the Agency that, although civil service status is not required, the privileges and benefits are honored. She further stated that based upon the above mentioned assurances, her home mortgage payments were prorated for completion when she attains the age of 62 years and it is imperative that she have employment to that time in order to meet her financial obligations. The Deputy Director for Support stated that [REDACTED] is held in high regard in the Office of Finance, has received Outstanding rating on her last fitness report, and the Office of Finance does not consider serious the effect on other personnel of her continuing on duty. The Deputy Director of Support recommended that the requested

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extension be approved and stated that although it would appear at first reading that January 1970 had been established as her agreed retirement date they have not been able to show that she has been anything but consistent in identifying her planning and actions as keyed to her 62nd birthday, 19 October 1970. It was also stated that the Agency did not set in its June 1967 or June 1968 letters to her any limitations on the term of the extension which she could request. The Board recommended that [REDACTED] be extended until 19 October 1970 based on the fact that her financial planning had been keyed to that date.

15. The Board next considered a request from [REDACTED] for the extension of his retirement date until 30 November 1972. [REDACTED] will become 62 years of age in November 1969 and is currently scheduled to retire on 30 November 1969. [REDACTED] stated that this request is a restatement of an earlier request, submitted in July 1964. [REDACTED] stated that when he accepted employment with

Submitted in July 1964. [REDACTED] stated that when he accepted employment with the Agency he was 45 years old and the major factor in his decision to accept the position was assurance given him in personal interviews in February 1953 that the retirement age in the Agency was 65. He further stated that such assurance was necessary to his decision because his major and governing obligation was to provide for the education of his children, and without such assurance he would not have abandoned the certain security of his academic tenure. Also he stated that he feels that the Agency has a clearly defined moral obligation to honor the commitment made to him in 1953. He further pointed out that post-retirement jobs to supplement retirement income are irrelevant to his problem, as maintenance of the highest possible level of annual income until he has met his obligation to educate his children is his main problem. The memorandum which was sent to [REDACTED] in 1964 in answer

sible level of annual income until he has met his obligation to educate his children is his main problem. The memorandum which was sent to [REDACTED] in 1964 in answer to his request stated that although the Board was sympathetic to his problem they

could not give him the type of assurance he required at that time and offered to discuss this with him. The Director of Training stated that [REDACTED] request sounds like a reasonable one, but he does not feel that he can take a positive or negative position in this case, as he is aware that other Agency personnel probably fall in the same category. It was further stated that [REDACTED] has done between a strong and outstanding job with OTR, and it has been agreed that should he remain

a strong and outstanding job with OTR, and it has been agreed that should he remain beyond age 62 he should be assigned to another appropriate position in OTR or the Agency. The Deputy Director for Support stated that in light of present decisions and the Agency's expressed policy on retirement age, he does not feel that the Agency has made a commitment, expressed or implied, to [REDACTED] to continue in service to age 65. It was also stated that any extension of service in this case is, in effect.

made a commitment, expressed or implied, to [REDACTED] to continue in service to age 65. It was also stated that any extension of service in this case is, in effect, blocking promotion of other deserving personnel in OTR. He further stated that he

blocking promotion of other deserving personnel in OTR. He further stated that he feels that we must adhere to the policy line and he recommends that we adhere to the scheduled date of retirement of 30 November 1969 unless, [REDACTED] is selected for one of the historical positions in the Agency Historical Program in which case he could be extended for such an assignment. The Board recommended that the requested extension not be approved. In arriving at this conclusion the Board noted the policy statement by the Director in the memorandum he approved on 3 May 1968 which stated, "There should be no general exception for employees who argue that at the time they entered on duty they were led to believe (or now believe) that they had the right to work until age 65 or 70, depending on the retirement system in which they participate.

16. The final case discussed by the Board was a fifteenth anniversary review on [REDACTED] who will complete 15 years of Agency service on 11 January 1969. [REDACTED] completed 49 months and 16 days of verified overseas service, she [REDACTED] is not now serving overseas, and her career service has stated that it is not planned

25X1A9a for her to serve overseas in the immediate future. [REDACTED] informed the Board that he had reviewed this case and could not find any domestic service which he considered to be qualifying service. The Board recommended that [REDACTED] be removed from the System prior to her 15th Anniversary date. [REDACTED] will be sent a memorandum which affords her the opportunity to submit to the Director of Personnel any additional information in her case prior to final action being taken.

17. The meeting adjourned at 3:45 p.m.

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Executive Secretary